



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

May 5, 2006

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of May 4, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 447 employees at KDMC. Of this number, 229 actions have been discharges or resignations. A total of 55 disciplinary actions have been taken against physicians and 39 physicians have been discharged or resigned.

Since our last report, we have closed 19 cases and have opened eight additional cases. As a result, our open caseload is currently 53 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians. Three of the new cases involve nurses. One of the three new nursing cases involves alleged failure to properly assess a patient, another involves alleged failure to renew a license, and the third involves alleged substandard attendance.

RECRUITMENTS

As part of KDMC's nurse retention efforts, a weeklong schedule of activities has been planned to celebrate National Nurse Recognition Week. On Monday, May 8, 2006, County nurses have been invited to attend a seminar entitled "Catch the Spirit: Create A Positive

To Enrich Lives Through Effective and Caring Service

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Work Place". Attendees will receive three hours of Continuing Education Units. On Tuesday, May 9, 2006, KDMC nursing staff will enjoy a catered lunch hosted by the KDMC Nursing Leadership Team. The Board of Supervisors will also honor "Nurse of the Year" awardees for each Department of Health Services facility. On Wednesday, May 10, 2006, KDMC's nurses are being encouraged to wear vintage nursing uniforms when they are honored in a ceremony entitled: "100 Nurses in the Tradition of Caring". On Thursday, May 11, 2006, KDMC's nursing staff will visit various educational exhibits in the Hudson Auditorium. On Friday, May 12, 2006, KDMC's nurses will join the rest of the facility's employees in various activities celebrating National Hospital Week.

If you have any questions, please call me.

MJH:STS
SBH:smh

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 050506

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 05/04/06

Dated: 5/4/2006

Closed Cases -	836
Open Cases -	53
Referred Cases -	11
Grand Total =	900

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Anellary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	10	3	30	0	29	72
Discharges of Probationers	0	6	7	1	9	23
Suspensions (6 - 30 Days)	4	11	48	4	36	103
Suspensions (1 - 5 Days)	10	7	22	1	16	56
Reprimands	7	2	23	2	14	48
Warnings	1	1	1	3	5	11
Resignations in Lieu of Administrative Action	19	9	31	6	11	76
Release of Temporary Employee	14	1	34	0	8	57
Medical Release	0	0	0	0	1	1
Subtotal	65	40	196	17	129	447

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Anellary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	23	9	39	43	30	144
Total Actions Taken	88	49	235	60	159	591

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF

Period: 01/26/04 - 05/04/06

Dated: 5/4/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	7	3	0	10
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	14	0	0	14
Medical Release	0	0	0	0
Subtotal	55	9	1	65

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	76	10	2	88